

UNITED FACULTY OF FLORIDA SAINT LEO UNIVERSITY

Volume 2 Issue 1, November 2016 Newsletter

Message From the UFFSLU President Doris VanKampen

From the President's corner Negotiations update

The union and administration are using a discussion-based negotiation model, rather than passing contract language back and forth, which has not proven to be all that productive in the past. This is a new way of bargaining, with a learning curve for all participants, and thus will take longer. We believe that the payoff will be getting a better contract that will be more enforceable. There will be a better understanding on both sides of what is in the contract, and a meeting of the minds of what is even already in there.

Michael Moats of UFF is our lead negotiator. There is at least one representative from each School in attendance at almost every meeting. The negotiations team has met with Administration nine times. The lack of ability to meet has really hampered progress, but I am confident schedules will be able to be addressed, and we will continue to make progress. All faculty may provide their feedback, and voice their concerns to myself or other bargaining team members. We have scheduled multiple meetings for the Spring, starting in January. If you would like to attend a bargaining session, please contact me – all sessions are scheduled on Thursday afternoons for the upcoming semester.

The most important topic to come under discussion thus far has been how to define what constitutes “good teaching”, and the evaluation of faculty, as well as some discussion of criteria for tenure and promotion. To summarize where we are at right now in this discussion: Tenure/Promotion Discussion- all parties agree we are primarily a teaching institution; that is the mission of the university, and as such, the biggest factor when making a determination concerning Tenure or Promotion and in evaluations.

The bargaining team will be holding a **meeting with all interested faculty November 14, 2016** for your input on this topic, and others. Please try to attend. More details on time /location will be emailed.

FAQs on Negotiations

Q. Is the contract still in force, even though the date for expiration has passed? A. **YES**

Q. Are you close to being finished with bargaining?

A. We are making progress.

Q. Did faculty who were promoted in August receive their pay raise?

A. YES. I have had a discussion with Kelly Hill, University Counsel, and this has been agreed to, as the contract, while expired, is still in force. Faculty who were promoted DID receive a pay raise as outlined in the current contract.

Q. How can I provide feedback, and voice my concerns?

A. Attend bargaining team feedback meetings as they are announced or give your feedback to either me or your union board representatives.

BENEFITS OF UNION MEMBERSHIP

BY PATRICIA SENGER SECRETARY

Union membership provides a stronger voice on your own behalf, as we are stronger than one alone. Union membership provides access and support throughout the grievance process. Union membership provides access to attorney representation and advice. Another benefit of union membership is that discounted member benefits (many of which can repay your union dues within the first year) are available to you. To view a list of available member benefits available to Florida Education Association members, simply click on www.aft.org/benefits or download the APP for your iPhone or your android phone. Benefits include life and disability insurance, auto insurance, home owner insurance, mortgage and line of credit programs, consumer discounts, and credit card programs. Union discounts and benefits are regularly updated and subject to change.

While there are many employees and constituents of a university, UFFSLU is the legally defined group that faculty have entrusted with representing their interests in salary, benefits, and the terms and conditions of employment. Included in this list in addition to salary and benefits are... assignments, appointments, leaves and sabbaticals, promotions, evaluations, discipline, contract renewal, academic freedom, and non-discrimination.

UFFSLU negotiates the entire Collective Bargaining Agreement (CBA), enforces that the CBA is interpreted and followed as intended, provides fair representation to protect you and your concerns, speaks up for your interests to administration, and provides advice and counsel to the President, the AVPP and legal counsel. We are a recognized voice both by law and by contract.

One way you can strengthen our union, is to invite new members to join. You can do this by contacting our Union President or any of the union board members.